System and Method for Personnel Management Collaboration

ABSTRACT

A system and method for personnel management collaboration is provided.   Each employee has an employee profile data area that is used to store planning data and actual data corresponding to the employee.   Planning data includes risk analysis data, compensation data, and development planning data. Actual data includes current compensation data and performance data.   A management team may have a common project manager with many department managers.   The project manager selects employees normally included in the project manager's view, such as the department managers, and excludes them to form a new view in order to protect the confidentiality of the department manager's data.   The new view can be shared amongst the department managers without compromising confidentiality.   Employee data pertaining to employees reporting to the department managers is still included in the view for collaborative management meetings and online discussions.   Changes to employee data are visible to all of the managers.